

WJTL - Creative Ministries Inc.

Annual EEO Public File Report

WJTL March 31, 2022 EEO Report

\* A list of all full-time vacancies filled by WJTL during the preceding year, identified by job title;

No new full-time vacancies were filled during the past year -

April 1, 2021 through March 31, 2022.

\* The recruitment sources used to fill each vacancy, (including organizations entitled to notification of vacancies which should be separately identified), as well as the address, contact person and telephone number of each source;

Since no vacancies were filled, no recruitment sources were used.

\* A list of the recruitment source that referred the hiree for each full-time vacancy;

Since no vacancies were filled, no recruitment sources were used.

\* Data reflecting the total number of persons interviewed for each full-time vacancy in the preceding year;

No one was interviewed.

\* The total number of interviewees referred by each recruitment source; and

No one was interviewed.

\* A list and brief description of the Outreach Prong 3 menu options implemented during the preceding year.

Announcements were made on air twice each month, on the first and fifteenth asking for Community Groups interested in being updated on employment availabilities to contact the station.

A list of those community groups that contacted the station was kept.

Job Shadowing and Internships for High School and College credit continued to be offered during the past year. The following is a list of College and High School students who received credit for their time at WJTL, as well as a list of Shadows that visited the WJTL Studios.

**April 2021 - March 2022**

**Shadows/Interns**

**Shadow: Cody Grissinger June 16, 2021 at 7:00 am Sophomore at Manheim Central High School**

**Intern: Abigail (Abi) Rockafellow September 2021 to December 2021  
Senior at Lancaster Bible College**

**Intern: Mikaela Olvera (KP) January to May 2022  
Senior at Lancaster Bible College January to May 2022**

In addition to on sight internships and shadowing, WJTL Partnered with Lancaster Bible College during the 2017/2018 academic year. This class was created and taught by WJTL Staff Member Kristi Leigh.

**WJTL partnered with Lancaster Bible College during the Fall 2021 semester to:**

-Offer a 3-credit Introduction to Radio Broadcasting course. 9 students completed the course in the Fall 2021 semester. They learned broadcast equipment, radio performance skills, programmed their own weekly show and enjoyed special guest speakers from WJTL.

-Continue to direct and instruct students as they managed and programmed the campus station, LBC Radio.

-Train student DJs on the basics as they began involvement on air at LBC Radio as entry level announcers.

Throughout the year WJTL continues to welcome School Groups, Youth Groups, Community Groups and Homeschool Groups for tours of the WJTL studios. These tours include question and answer time with staff.

**Tours**

**York Home School - June 22, 2021 (4 groups at 12:00, 1:00, 2:00, 3:00)**

**Ephrata Church of the Brethren Summer Camp July 28, 2021**

**(2 groups at 12:30 pm )**

**Mason Dixon YFC August 3, 2021 8 people**

**Elaine Stoltzfus and Grandson Oct 20 2021 at 9:00 am**

**LAMS Middle School Tour January 20, 2022 at 10:00 am**

**Keystone Human Services - John Gill with student Daniel Miller from Penn State and Hudson Gray from Youth Group March 15th at 3:00 pm**

Signed by Station Manager Fred McNaughton March 31, 2022 On file at the station.

A handwritten signature in black ink, appearing to read "Fred McNaughton", enclosed within a large, loopy oval flourish.

Filed 3-31-2022  
by Fred McNaughton  
Station Manager